CAFC-92-04M

CONCORDIA UNIVERSITY
FACULTY OF COMMERCE AND ADMINISTRATION
MINUTES OF FACULTY COUNCIL MEETING
Friday, May 1, 1992

Present: C. A. Ross, Chair
D. Acland (Acco.), A. Ahmad (Fina.), S. Alvi (Econ.), K. Argheyd (Mana.), B. Barbieri (Mktg.), C. Bayne (DS&MIS), T. Best (CGSA), B. Black (PR), A. Brodt (Fina.), U. de Brentani (Assoc.Dean), D. Doreen (DS&MIS), J. Dracontaidis (CASA), A. Farhoomand (DS&MIS), G. Fayerman (Acco.), M. Franklin (Mana.), K. F. Gheyara (Acco.), Z. Gidengil (Mktg.), S. K. Goyal (DS&MIS), A. Hochstein (MBA), S. Hoffman (Lib.), M. Hornstein (CGSA), A. B. Ibrahim (Mana.), A. Jalilvand (Fina.), G. Kanaan (Acco.), N. Kaminaris (CASA), V. H. Kirpalani (Mktg.), L. Kryzanowski (Fina.), M. Kusy (Grad.Studies), B. McKay (AVRA), G. Martin (Comp.Sci.), C. McKinnon (Comm.Off.), J. Mrenica (CASA), J. Nader (Assoc. Dean), D. Otchere (Econ.), F. L. Sbrocchi (Assoc. Dean), M. Sharma (DS&MIS), F. Simyar (Acco.), T. J. Tomberlin (DS&MIS), T. Trainor (Fina.), R. O. Wills (Assoc. Dean)

Absent with regret: A. Christopolous, G. Gouw, L. Prendergast

I **Call to Order**
The meeting was called to order at 09:40.

II **Closed Meeting**
[redacted]

III **Open Meeting**

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Absent with regret: A. Christopolous, G. Gouw, L. Prendergast

I **Call to Order**
The meeting was called to order at 09:40.

II **Closed Meeting**

1. **FC&A Distinguished Teaching Award**
N. Kaminaris, Chair of the FC&A Distinguished Teaching Award Committee announced that Jihad Nader had been selected from a group of ten candidates. The criteria for selection, as described in document CAFC-92-04A-07, was outlined and the following recommendations were made: (1) the Dean write a letter of recognition to the nine other candidates encouraging them to apply again next year, (2) the committee for the 1992-93 award be established early in the academic year, (3) the 1992-93 FC&A Distinguished Teaching Award Committee give careful consideration to the criteria weighting used by the 1991-92 committee, (4) candidates' dossiers should be required to include teaching evaluation results for four consecutive years prior to the year of the award, (5) that the Office of the Dean ensure that a representative from the Learning Development Office participate on the committee in accordance with the composition of the committee approved by Faculty Council, (6) the composition of the committee be enlarged by one to include the previous year's winner of the Award, (7) the three faculty appointments be elected from different departments. It was also suggested that curriculum development be included in the weighting system.

III **Open Meeting**

IV **Approval of Agenda, CAFC-92-04A**

IT WAS MOVED BY R. O. WILLS AND SECONDED BY N. KAMINARIS THAT THE AGENDA, CAFC-92-04A, BE APPROVED AS PRESENTED.

THE MOTION WAS CARRIED.

V **Approval of Minutes of Previous Meeting, CAFC-92-03M**

The minutes of the Faculty Council meeting held Friday, April 3, 1992, were approved as presented.

Professor B. Barbieri registered a negative vote for the approval of the Faculty Council minutes of the meeting held Monday, March 9, 1992, CAFC-92-02M.

VI **Chair's Remarks and Questions Period (15 minutes maximum)**

The Chair announced that the Faculty has obtained a CIDA award of $1,000,000 over the next five years to be used for an exchange relationship between the Faculty and the University of the West Indies. He stated that the exchange will have four components: (1) technical assistance with curriculum design and development with regard to the delivery of a B.Sc in Accountancy programme and specialized seminars for executives and entrepreneurs, (2) assistance with academic programme delivery, which will involve some joint teaching, (3) staff development, which will involve some of their staff coming to Concordia to participate in the Ph.D. in Administration, and (4) research collaboration.

The Chair thanked Professor J.-M. Bourjolly who was responsible for writing the application proposal. He also thanked Professors Joy and Jain and Ms. Alice Noble who assisted Professor Bourjolly.

In response to J. Mrenica's question about the concerns of the LTA faculty members, the Chair agreed to include this matter on the agenda as "Other Business", item 3.

IT WAS MOVED BY PROFESSOR T. J. TOMBERLIN AND SECONDED BY PROFESSOR A. JALILVAND THAT FACULTY COUNCIL FORMALLY CONGRATULATE JEAN-MARIE BOURJOLLY AND ALL THOSE WHO PARTICIPATED IN DEVELOPING THE GRANT PROPOSAL TO CIDA.

THE MOTION WAS CARRIED UNANIMOUSLY.

VII **Business Arising from Previous Meeting**

1. **FC&A Report of the Elections Committee, CAFC-91-09A-02, CAFC-92-02A-01 and CAFC-92-04A-01**

The Chair advised that he had consulted with the Legal Counsel of the University with regard to Clause 12.04.i of the Collective Agreement which is quoted on page 2 of document CAFC-92-04A-01. He stated that Me. Gamache's opinion is that the collective agreement provides LTAs with the same rights as probationary and tenure track faculty members and that the terms of the agreement take precedence over the recommendations of Faculty Council. He further stated that if it is the wish of Council members to accept the opinion of Legal Counsel, the issue can be closed - LTAs would be entitled to participate in Faculty

elections with the exceptions noted in Clause 12.04.i, elections dealing with reappointment and promotion (article 14), tenure (article 18), performance evaluation (article 20), and salaries (articles 39 and 40...).

Professor Z. Gidengil asked if 9 month LTAs could vote during a summer election. The Chair replied that one must be in the employ of the University during the election period.

IT WAS MOVED BY PROFESSOR K. GHEYARA AND SECONDED BY PROFESSOR F. SIMYAR THAT FACULTY COUNCIL ACCEPT THE OPINION OF THE UNIVERSITY LEGAL COUNSEL WITH REGARD TO THE RIGHTS AND PRIVILEGES OF LIMITED TERM APPOINTMENT FACULTY MEMBERS.

THE MOTION WAS CARRIED UNANIMOUSLY

2. **Elections: Membership of the Council of the School of Graduate Studies - CAFC-92-01A-03**

Professor V. V. Baba was nominated by Professor A. B. Ibrahim. The nomination was seconded by Professor R. O. Wills. Professor Baba was elected by acclamation.

Professor K. F. Gheyara was nominated by Professor F. Simyar. The nomination was seconded by Professor D. Doreen. Professor Gheyara was elected by acclamation.

VIII **Report: Commerce Undergraduate Curriculum Committee**

There was nothing to report.

IX **Report: Graduate Studies and Research**

There was nothing to report.

X **Reports from Faculty Representatives on University Committees**

1. **University Senate** - There was no report.

2. **Arts and Science Faculty Council** - There was no report.

3. **Senate Academic Planning and Priorities Committee - CAFC-92-04A-02**

Professor A. Hochstein explained that the purpose of the committee proposed by the Vice-Rector, Academic was to examine all the mission statements that have come from various units across the University and develop therefrom a report that will give some guidance to the University for long range planning. With regard to the question about student representation on this committee, Professor Kusy stated that there was no student representation.

4. Senate Academic Programmes Committee
Professor R. O. Wills reported that the committee was currently examining the curriculum submissions from the Faculties of Arts and Science, Fine Arts and Engineering and Computer Science.

5. Senate Research Committee - There was no report.

6. Academic Services Committee
Professor R. O. Wills reported that a task force had been struck to review the Registrar's area and the mandates of the mission statements were re-examined.

7. University Library Committee - There was no report.

8. Fellowships, Scholarships and Awards Sub-Committee
Professor A. Farhoomand reported that the entrance scholarships had been raised from $2,000 to $4,000 for the top ten entrants. He advised that the 1992-93 recipients had been selected. In response to a question, Professor Farhoomand confirmed that the Faculty of Commerce and Administration received a fair proportion of the scholarships. To achieve gender balance in the composition of the Fellowships, Scholarship and Awards Sub-Committee and provide an alternate perspective of academic excellence, it was suggested that a female faculty member be elected to replace Professor Farhoomand when his term expires. Professor A. Brodt objected to faculty representatives being selected on the basis of sex.

9. Sub-Committee on Academic Computer Policy - There was no report.

10. Computer Resources Committee - There was no report.

11. Board of Governors - There was no report.

12. Board of Graduate Studies - There was no report.

13. Student Administrative Services
Professor R. O. Wills reported that a pilot project had been initiated for the registration of out of province students.

XI Reports from Student Associations

1. CASA
N. Kaminaris reported that the new executive of CASA had been elected and advised that during the summer months the executive will be planning events and seminars for the fall and winter terms. He invited faculty members who had recommendations for seminars or other academic activities to contact him now. He further reported that CASA had established a sub-committee to examine the feasibility of setting up co-ops for Concordia, in particular, in the Faculty of Commerce and Administration. The Chair of the sub-committee, J. Mrenica, and CASA VP, G. Edwards will contact the Dean's Office for further information. In conclusion, N. Kaminaris announced that CASA had signed an agreement with

the Advancement Office which established an endowment fund for scholarships - it was expected that the endowment fund will be self-financing and there will be ten $500 scholarships available next year.

Professor R. O. Wills pointed out that the consideration of establishing a co-op programme will be encompassed in the current self-appraisal process involving the total review of the undergraduate curriculum.

Professors Barbieri and Tomberlin expressed concern that the appraisal process may be a lengthy one which could result in the Faculty missing the opportunity to gain an edge on the co-op market.

Professor G. Martin, Principal of the Institute of Co-operative Education, advised that the Faculty of Commerce and Administration was a top priority and expressed a desire to move as quickly as possible. He noted that 20 Cegeps will have co-ops next year, 30 more Cegep co-ops were expected the following year and McGill University had obtained a grant to set up a co-op programme in engineering.

In response to the concern expressed by Professors Barbieri and Tomberlin, Professor B. MacKay stated that the appraisal process should not impede the initiatives of the Faculty.

Professor R. O. Wills supported the move towards establishing a co-op programme for the Faculty but noted that this could not exclude the curriculum review process slated to begin in the fall.

The Chair supported the notion of a co-op programme and advised that some preliminary examination has begun.

Professor F. Simyar encouraged the pursuit of the co-op programme pointing out that a co-op programme requires a lot of resources. He emphasized the need for additional financing be considered when the curriculum review is conducted.

2. <u>CGSA</u>

T. Best introduced herself as the newly elected President of the CGSA and introduced M. Hornstein, VP Internal.

Council members welcomed the new CGSA representatives.

B. Barbieri encouraged student participation in the next Concordia Shuffle to help generate more scholarship funds. N. Kaminaris commented that CASA had contacted the organizers last year in terms of Commerce students participating in raising funds for Commerce scholarships but noted that the proposal had not been well received.

XII **New Business**

1. **Self-Appraisal Process - CAFC-92-04A-03**

Professor Taylor was granted speaking privileges. Professor Taylor asked Professor B. MacKay, as Chair of APC, to speak to the process. Professor MacKay briefly summarized the Senate document which was approved in 1991. Professor MacKay stated that the process will result in the Vice-Rector, Academic receiving a report from the respective unit, a report from external appraisers and a report from the Dean of the unit.

With regard to managing all the data generated by the process, Professor MacKay advised that in collaboration with G. Milton from Institutional Planning a long-term timetable will be developed; in addition each unit will be provided a guideline kit which will clearly identify requirements.

IT WAS MOVED BY PROFESSOR V. H. KIRPALANI AND SECONDED BY PROFESSOR R. O. WILLS THAT FACULTY COUNCIL APPROVE THE FACULTY OF COMMERCE AND ADMINISTRATION PROPOSED SELF-APPRAISAL PROCESS FOR ACADEMIC UNITS, AS DESCRIBED IN DOCUMENT CAFC-92-04A-03, PREPARED BY THE MEMBERS OF THE FACULTY ACADEMIC PLANNING AND PRIORITIES COMMITTEE.

Professor Taylor apologized to Professor Doreen for the omission of his name on the document. He pointed out that the process for departments and programmes was specified in the document but that this was a first step in an ongoing procedure which will in time include specifics for centres such and the Executive Development Programme. Professor Taylor noted that the Faculty of Commerce and Administration was unique in that the departments do not own programmes as is the case in other areas of the University. He explained that the committee focused on sorting out department issues from programme issues so that there will be two types of major appraisals, programme appraisals and department appraisals. He pointed out that it was very difficult for departments to recognize programme issues because of the integration across the Faculty.

Professor Taylor noted that resources needed for gathering the data for the process was a major concern for all the department/programme directors. With regard to scheduling, Professor Taylor pointed out that FAPP would recommend to the Dean each year which units would be appraised and pointed out that there had been a consensus this year that the undergraduate programmes be selected for 1992-93.

Professor A. B. Ibrahim noted that it is important to schedule the programmes for self-appraisal prior to the departments and expressed his concern as to how all the appraisals will ultimately become linked to the Faculty Review Report. He emphasized the need to relate the recommendations of the Faculty Review Report to the self-appraisal process of the programmes so that a coherent paradigm emerges.

IT WAS MOVED BY PROFESSOR B. MACKAY AND SECONDED BY PROFESSOR V. H. KIRPALANI THAT DOCUMENT CAFC-92-04A-03 BE AMENDED TO INCLUDE ON PAGE 3, UNDER THE TOPIC "GUIDELINES FOR PROGRAMME SELF-EVALUATION", THE IDENTICAL NOTE THAT APPEARS ON PAGE 9, UNDER THE TOPIC "GUIDELINES FOR PROGRAMME SELF-EVALUATION": "IN THE CASE OF GRADUATE PROGRAMMES, THE DEAN OF GRADUATE STUDIES WILL NAME TWO OF THE MEMBERS FROM THE FIRST THREE CATEGORIES".

Professor T. J. Tomberlin asked if the current appraisals process for Graduate Studies was being replaced and if so what was the role the Council of Graduate Studies.

Dean M. Kusy explained that the appraisal process that is now being carried on at Graduate Studies will be eliminated and Graduate Studies will now be part of the unit appraisals. Dean Kusy noted that this will facilitate coordinating recommendations and modifications stemming from unit appraisals into the larger system and pointed out that it was difficult to realistically examine a programme without taking the context of the Faculty into consideration.

With regard to the proposed amendment, Dean Kusy noted that Graduate Studies had an important role in terms of the third objective specified for departmental self-evaluation, 4.0, as well as in the areas outlined in item 5.0 of the FAPP document.

Professor Tomberlin noted that the current graduate appraisal process involves a debate by faculty members who are the final arbiters at the Board of Graduate Studies and expressed some concern that final faculty input is limited in the schedule per item 4.2 vii) with the Faculty Appraisal Committee, which is appointed by the Dean, reporting directly to the Vice-Rector, Academic.

The mover and the seconder of the amendment agreed with Professor A. Jalilvand's recommendation that the amendment should read: "The Dean of Graduate Studies will appoint two of the members from the first three categories in consultation with the department".

Professor B. Barbieri recommended that in the case of the department self-appraisal there be increased representation by members of the department. N. Kaminaris supported Professor MacKay's proposed amendment and pointed out that the department prepared the dossier for the Appraisal Committee and suggested that some of the members could be selected from outside of the Faculty to lend a different perspective. Professor C. Bayne supported the amendment because it provided a mechanism for dealing with the needs of programmes such as the DIA/DSA Programmes. Professor B. MacKay clarified the composition of the committee pointing out that two of the six members are chosen from the department and to eliminate any ambiguity noted that the Dean of Graduate Studies appoints one members for category two and one member for category three.

Professor D. Otchere proposed that the wording of the amendment be modified to read: "...following consultation with the Programme Director or the Chair of the Department". The mover and the seconder agreed to the proposed modification.

Professor K. Gheyara recommended that the order of the membership categories be revised with the "2 members of the department nominated by the department" as the third category so that the amendment would read: "....the first two categories". The Chair suggested that the amendment read: "The Dean of Graduate Studies will name two of the members from category two and three." The mover and the seconder agreed to the modification proposed by the Chair.

Professor B. Barbieri questioned whether it would be appropriate to send the document to the departments for comment.

With regard to concern about the ambiguity caused by the use of the word "establish" in 4.2 i) and ii), Professors McKay and Taylor pointed out that 4.2 i) was a separate committee from that detailed in 4.2. ii).

A vote was taken for the amendment as modified.

Carried (25 in favor, 5 opposed, 1 abstention).

During the ensuing discussion, Professor A. B. Ibrahim asked Professor B. MacKay to explain the integration mechanism for all the appraisal reports. Professor MacKay responded that it was expected that all unit appraisals will be integrated into the Faculty Review Reports in future.

IT WAS MOVED BY PROFESSOR Z. GIDENGIL AND SECONDED BY J. MRENICA THAT THE FACULTY OF COMMERCE AND ADMINISTRATION PROPOSED SELF-APPRAISAL PROCESS FOR ACADEMIC UNITS, DOCUMENT CAFC-92-04A-03, BE TABLED.

THE MOTION WAS DEFEATED (6 in favor, 12 opposed, 5 abstentions)

With regard to student representation, J. Mrenica stated that it would be preferable to amend the document as follows: for the department representation - - one student nominated by the Graduate Student Association

IT WAS MOVED BY J. MRENICA AND SECONDED BY PROFESSOR A. JALILVAND THAT PAGE 2, ITEM 4.2 II), THE STUDENT REPRESENTATION CATEGORY BE MODIFIED TO READ: ONE STUDENT BE NOMINATED BY CASA AND ONE STUDENT BE NOMINATED BY THE CGSA AND THAT PAGE 9, ITEM 6.2 II) THE STUDENT REPRESENTATION CATEGORY BE MODIFIED TO READ: WHERE APPLICABLE, IN THE CASE OF AN UNDERGRADUATE PROGRAMME THAT TWO STUDENTS BE NOMINATED BY CASA, IN THE CASE OF A GRADUATE PROGRAMME THAT STUDENTS BE NOMINATED BY THE CGSA.

THE AMENDMENT WAS CARRIED.

Professor T. J. Tomberlin stated that the existing mechanism for the review of graduate programmes was an excellent one but the one flaw was that the appraisals process was not tied into resource decisions. He noted that the result was that recommendations involving resource allocations often go astray in the system. He stated that it was his understanding that the proposed process would link recommendations to resources but his major concerns were (i) there should be a faculty body to respond to the report of the Appraisal Committee and (ii) there should be more external participation in the appraisal process.

Professor Taylor noted that the composition of the committee was mandated by the Senate document.

Dean Kusy agreed with Professor Tomberlin's concern and suggested that the document be modified to read: "3 members of faculty from within/outside the Faculty". Professor Taylor advised that this issue had been debated by the FAPP committee and noted that the external report will circulate as a separate document.

IT WAS MOVED BY N. KAMINARIS AND SECOND BY PROFESSOR C. BAYNE THAT THE THIRD LINE, ITEM 6.2 II) BE MODIFIED TO READ: 3 MEMBERS OF FACULTY FROM WITHIN/OUTSIDE THE FACULTY.

Professor A. Jalilvand suggested the following modification: 2 members from outside the Faculty, 2 members from within the Faculty.

The mover and the seconder of the amendment agreed to the modification.

It was agreed that this modification apply to the composition of the Department and the Programme Appraisal Committees.

THE AMENDMENT WAS CARRIED.

In response to Professor Jalilvand's question as to how and when the appraisal process will be integrated into the planning process, Professor MacKay replied that it will be a moving process where recommendations stemming from the appraisals will be prioritized. The Chair commented that it was his understanding that there was a commitment on behalf of the University administration to ensuring that recommendations are responded to.

IT WAS MOVED BY PROFESSOR A. B. IBRAHIM AND SECONDED BY PROFESSOR A. FARHOOMAND THAT THE DOCUMENT ENTITLED FACULTY OF COMMERCE AND ADMINISTRATION PROPOSED SELF-APPRAISAL PROCESS FOR ACADEMIC UNITS, CAFC-92-04A-03, AMENDED IN ACCORDANCE WITH THE RECOMMENDATIONS OF FACULTY COUNCIL, BE SENT TO THE DEPARTMENT CHAIRS AND PROGRAMME DIRECTORS FOR CAREFUL STUDY.

It was agreed that the comments of the Department Chairs and the Programme Directors be sent to Chair of FAPP. It was further agreed that FAPP will compile

the information and make the appropriate revisions to the document prior to further consideration by Faculty Council. It was agreed that the document be approved in principle so that the self-appraisal of the undergraduate curriculum would not be delayed.

The mover and the seconder, Professors Ibrahim and Farhoomand agreed that the motion be amended as follows:

BE IT RESOLVED THAT THE REVIEW OF THE BACHELOR OF COMMERCE AND ADMINISTRATION PROCEED UNDER THESE GUIDELINES (DOCUMENT CAFC-92-04A-03 AS AMENDED BY FACULTY COUNCIL) AND THAT THESE GUIDELINES BE THOROUGHLY STUDIED BY THE DEPARTMENTS AND PROGRAMMES AND BROUGHT BACK TO FACULTY COUNCIL IN THE FALL.

THE MOTION WAS CARRIED (22 in favor, 3 opposed, 2 abstentions)

XIII **Other Business**

1. **Annual Reports - CTMC and CPMC - CAFC-92-04A-04 and CAFC-92-04A-05**
The CTMC and CPMC Annual Reports were received and accepted.

2. **Elections - CAFC-92-04A-06**

IT WAS MOVED BY PROFESSOR T. J. TOMBERLIN AND SECONDED BY PROFESSOR A. FARHOOMAND THAT FACULTY REPRESENTATIVES ON SENATE BE ELECTED BY THE FACULTY AT LARGE.

Professor L. Kryzanowski moved that the motion be amended so that all of the Faculty of Commerce and Administration elections include the participation of the faculty at large. The amendment was seconded by Professor A. Brodt.

Professor K. Argheyd supported the amendment because it would be compatible with the Chair's emphasis on increased openness in the administration of the Faculty. N. Kaminaris cautioned Council members against abdicating the responsibility of Faculty Council. Professor Tomberlin pointed out that student do not have the opportunity to participate in faculty-wide elections.

A vote was taken on the amendment: 13 in favor, 10 opposed, 2 abstentions.

Professor R. O. Wills pointed out that in a number of cases the mandate of Council to elect members of committees was stipulated in the University calendar and questioned the legality of changing the process.

The Chair called the question as amended. As a point of clarification, the Chair stated that the motion now proposed that all Faculty elections be faculty-wide elections.

THE MOTION WAS DEFEATED (4 in favor, 18 opposed. 3 abstentions)

IT WAS MOVED BY PROFESSOR K. F. GHEYARA THAT ALL ELECTIONS TO COMMITTEES BE CONDUCTED AT THE FACULTY LEVEL AND THE NAMES OF THE ELECTED FACULTY MEMBERS BE BROUGHT BACK TO FACULTY COUNCIL FOR FINAL RATIFICATION.

There was no seconder for the motion.

The Chair recommended that a sub-committee be struck to examine the by-laws of Senate and Faculty Council and return to Faculty Council with additional information so that an informed decision can be made.

Professor L. Kryzanowski pointed out that this procedure had been used in the case of the election of the Search Committee for the Dean.

Professor R. O. Wills suggested that the Office of the Secretary-General and Legal Counsel be consulted regarding University procedures. Professor Wills emphasized the importance of acting quickly to ensure appropriate faculty representation as of June 1st and recommended that the sub-committee report to the next Faculty Council meeting.

Professor Simyar stated that the notion of ratification may produce unwieldy delays in the process or lead to Faculty Council's role becoming a "rubber stamp" procedure.

The Chair confirmed that there was no motion on the floor inasmuch as there had not been a seconder for the motion.

Professor Tomberlin asked that his original motion, which recommended that the members of Senate be elected by the faculty at large, be considered again. The Chair stated that he preferred the rules of operation be studied prior to proceeding with this issue. Professor Tomberlin objected to the Chair's disallowing reconsideration of the motion. The Chair ruled Professor Tomberlin out of order. Professor Tomberlin challenged the Chair.

IT WAS MOVED BY J. MRENICA AND SECONDED BY N. KAMINARIS THAT, IN RESPECT OF THE WISHES OF THE CHAIR OF FACULTY COUNCIL, A COMMITTEE BE STRUCK, THAT WILL HAVE BOTH FACULTY AND STUDENT REPRESENTATION, TO OBTAIN THE OFFICIAL LEGAL ADVICE OF THE UNIVERSITY AND TO REPORT BACK AT THE NEXT FACULTY COUNCIL MEETING.

THE MOTION WAS CARRIED (21 in favor, 0 opposed, 2 abstentions)

Members of Council agreed to the following representation for the sub-committee: Professors M. Franklin, T. J. Tomberlin, L. Kryzanowski, J. Mrenica (CASA) and one CGSA student (tba).

3. Concerns of FC&A LTAs

Professor A. Ahmad was given speaking privileges. Professor Ahmad stated that LTAs who represented more than one-third of the full-time faculty, were considered as outstanding teachers by the students, made a valuable contribution towards teaching, paid union dues, became involved in committee work and University affairs when allowed to participate. Professor Ahmad, on behalf of the LTAs in the Faculty of Commerce and Administration, advised Council of the following concerns: (i) the implication of Article 12.04 (f) which restricts some LTAs from working after a four year term of employment which will result in the loss of excellent teachers, (ii) the ambiguity in the case of "grandparented" LTAs who after four consecutive contracts of employment fall to the same fate as other LTAs under article 12.04 (f) - termination, (iii) the seemingly random extensions of nine month and twelve month contracts which appeared to be based on negotiating skills rather than a set policy. In conclusion, Professor Ahmad said that the LTAs were not posing any adversarial demands on the Faculty Council but they wished to be recognized for their achievements and to participate in University affairs, Faculty Council, Faculty and University committees. He further advised that an LTA Committee had been formed - members include G. Fayerman, T. Trainor; the committee had already voiced these concerns with the union. Professor Ahmad requested response to these concerns from members of Council.

J. Mrenica asked who could help the LTAs and expressed strong concern that the Faculty will lose these excellent teachers. With regard to the concern about the status of grandparented LTAs, Professor Barbieri stated that as long as there were classes for them to teach, i.e. the classes were not assigned to probationary or tenured faculty, and their performance was maintained, they would likely obtain a new contract.

The Chair explained that Article 12.04 (f) restricted LTAs to teaching four years during any ten year period and advised that both CUFA and the University were well aware of the concerns of the LTAs and that he had spoken to the Vice-Rector, Institutional Relations and Finance about this issue. With regard to the "grandparented" LTAs, the Chair stated that he agreed with Professor Barbieri's interpretation. With regard to the nine month and twelve month contracts, the Chair advised that the University was looking at all "grandparented" LTAs with a view to finding a solution to focus on two issues: (i) how should we regularize the nine month contracts, (ii) inequities in levels of salary among male and female LTAs.

During the ensuing discussion, N. Kaminaris pointed out that part-time faculty had a seat on Faculty Council but the LTAs were not permitted representation and recommend that this matter be addressed.

IT WAS MOVED BY N. KAMINARIS THAT A COMMITTEE BE STRUCK TO EXAMINE THE CONCERNS OF LTAS SUCH AS REPRESENTATION ON COMMITTEES.

There was no seconder to the motion.

IT WAS MOVED BY PROFESSOR T. J. TOMBERLIN AND SECONDED BY PROFESSOR K. F. GHEYARA THAT FACULTY COUNCIL REQUEST ITS REPRESENTATIVES ON CUFA AND ON THE UNIVERSITY NEGOTIATING TEAM TO RENEGOTIATE THE SUSPENSION OF THE FOUR YEAR RULE AFFECTING LTA'S (ARTICLE 12.04 F).

THE MOTION WAS UNANIMOUSLY CARRIED.

Members of Council extended a vote of thanks to T. Dowd for his major contribution to the Faculty.

The meeting was adjourned at 13:00.

XIV **Next Meeting**

The next meeting of Faculty Council will take place on Friday, May 22, 1992 at 09:30 in room GM403-2.